

London Borough Of Havering

# Day Services Policy

2023

Laura Wheatley  
2/22/2023

## Document Control

### Sign off and ownership details

Document Name	Day Services Policy
Version number	1.0
Approved by	Barbara Nicholls, Director Adult Services
Date Approved	22/02/2023
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Author	Laura Wheatley, Senior Commissioner & Project Manager
Owner	Laura Wheatley, Senior Commissioner & Project Manager
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### Revision history

Version	Change	Date	Dissemination
V0.1			
V0.2			

## Equality & Health Impact Assessment record

1	Title of activity	Day Services Policy		
2	Type of activity	New policy		
3	Scope of activity	<p><i>New Day Services policy which launches a day service model that has 3 pathways which supports both the "Choice" agenda and increased support within the community.</i></p> <p><i>1. Specialist Day Services purchased by the Local Authority as a direct service for adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).</i></p> <p><i>2. Supported Day Services purchased by the service user from their direct payment support package to meet their eligible social inclusion needs for adults with low, medium or high learning, physical and sensory disabilities.</i></p> <p><i>3. Self-Supporting Community Activity which requires no support package for adults with low learning, physical and sensory disabilities.</i></p>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	<p>If the answer to <u>any</u> of these questions is '<b>YES</b>', please continue to question 5.</p>	<p>If the answer to <u>all</u> of the questions (4a, 4b &amp; 4c) is '<b>NO</b>', please go to question 6.</p>
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	<p>If you answered NO: (Please provide a clear and robust explanation on why your activity does not require an EqHIA. This is essential in case the activity is challenged under the Equality Act 2010.)</p> <p>Please keep this checklist for your audit trail.</p>			

Date	Completed by	Review date
22/02/2023	Laura Wheatley	22/02/2024

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## Introduction

### Purpose

A large number of adults each year attend day services as part of a support package to meet their eligible social inclusion needs. A day service is generally a service that is provided outside of the home, it can be building based, or can offer a wider range of activities within community based settings.

For working aged adults, we want day services to focus on developing skills for employment and evidencing progression through the development of life skills wherever possible, whilst ensuring that those without employment still have access to purposeful activity in a safe environment.

For older people, we want to ensure that day services focus on maintaining/regaining skills of independence, whilst ensuring that those without reablement capability still have access to purposeful activity in a safe environment.

For carers, we want to ensure that their needs as carers are recognised and that day services provide respite for carers and purposeful activity for service users.

We want to see a much wider and flexible range of services available to meet individual needs and to reduce the need for Havering to take an active role in managing placements into day services. This can be achieved through increasing uptake of personal budgets for both service users and carers.

This will allow the market to develop services that are more person centred to meet individual outcomes, as more bespoke service providers are finding it difficult to identify new service users into their services.

It is critical that day services of the future align to our strategic commissioning principles, focusing on prevention, earlier intervention and engagement by service users for improved health, independence and wellbeing:

- Investment in prevention, early intervention and community wellbeing to encourage the use of existing support networks and services prior to drawing upon public funding is in everyone's interests.
- Focusing on a strength based approach to develop people's capabilities to do things for themselves and become more independent. This way day services will be based on a principle that the solutions that many people have to address their care and support needs rest within themselves, their families, social networks and surrounding communities. This is a process of continually building upon and developing people's skills, confidence and ability in different areas of daily life.
- Identifying specific outcomes that are most relevant to the person and aspirations and embedded within the person's individual support plan based on the principles of normal life e.g. links to college for training etc.

Providers of future day services should offer customisable services that are tailored to the individual, and these must be easy to find and available regardless of whom is paying.

It is important for users of services to be safe but equally this needs to be balanced with the need for people to take responsibility for themselves. The focus should be on what people can do – and could learn to do.

## **Policy summary**

Day Services are an additional option for the council in meeting its obligations under the Care Act (2014) for eligible Adult Social Service Users.

The day service model has 3 pathways which supports both the “Choice” agenda and increased support within the community.

- Specialist Day Services purchased by the Local Authority as a direct service for adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).
- Supported Day Services purchased by the service user from their direct payment support package to meet their eligible social inclusion needs for adults with low, medium or high learning, physical and sensory disabilities.
- Self-Supporting Community Activity which requires no support package for adults with low learning, physical and sensory disabilities.

## **Scope**

Adult day services can be provided in a variety of settings and is an important resource that offers both respite for carers and social interaction and meaning activities for those using the service. Day services do not include care at home but can be provided within a residential care home as well as in specialised centres and other community centres.

Day services can help a wide range of people, from those who need support with very complex needs to those where time limited support is needed at different points in their lives. A principal aim of the day services service is to encourage people to remain active members of the community.

## **Timescales**

The policy is applicable for the foreseeable future and will be reviewed annually.

## **Aims, objectives and outcomes**

1. Day services can help people socialise, stay well, stay active and retain or build helpful links with their local community.
2. Day services can reduce social isolation, through supporting people to access the community and by developing their social networks. Leading a well-connected life has a significant positive impact on a person’s health and life expectancy.
3. Day service provisions can support people to develop their aspirations around employment. This is particularly important for those adults with learning disabilities who may have grown-up during a period where expectations of people with learning disabilities were far lower than they are today.
4. For individuals who do not aspire to employment or believe that this is not a realistic goal for them, day services may raise their aspirations, developing their skills and giving them opportunities to meet with peers already in employment and providing them with further information and advice.
5. For people with learning disabilities, living with ageing carers or young adults ready to move on from the family home, Day Service provision will enable them to develop their resilience and lead to a smooth transition from the family home, enabling them to

have more choice and avoiding them unnecessarily escalating to higher dependency services.

6. By providing people with the skills to develop their independence, supporting people to develop their local social and support networks to maintain and improve their physical and mental wellbeing, day service provisions can reduce the need for on-going or increased social care support.
7. For people with more complex needs day services can support them to remain in the community and avoid them escalating to acute services (e.g. Hospital).
8. Carers will benefit from individuals taking part in day services and developing their independence and social networks, as this will enable them to have more time to lead a fulfilling life outside their caring role.

## Policy

### Detail

Day services are an additional option for the council in meeting its obligations under the Care Act (2014) for eligible Adult Social Service Users.

The day service model has 3 pathways which supports both the “Choice” agenda and increased support within the community.

- Specialist Day Services purchased by the Local Authority as a direct service for adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).
- Supported Day Services purchased by the service user from their direct payment support package to meet their eligible social inclusion needs for adults with low, medium or high learning, physical and sensory disabilities.
- Self-Supporting Community Activity which requires no support package for adults with low learning, physical and sensory disabilities.

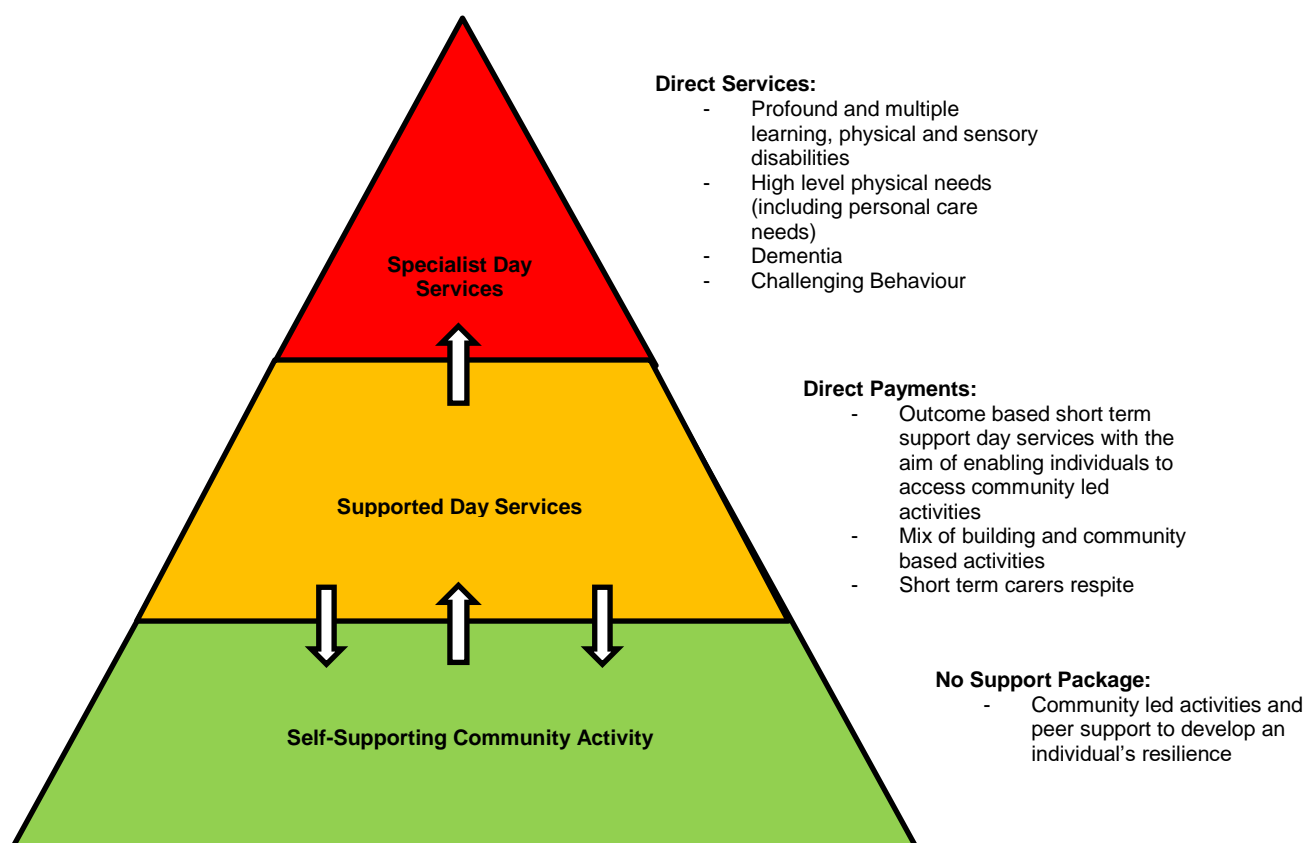
Adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).

- Service users will have their social inclusion needs assessed by a social worker as part of a strength based assessment.
- The Social worker will agree with the Service Users that needs can be best met by attending a day service that offers specialist services that is commissioned by the borough on a spot/contract basis.
- Service Users will be offered a choice from a menu of specialist day services to choose from to meet their social inclusion need as well as their physical and cognition needs.

Adults with low, medium or high learning, physical and sensory disabilities:

- Service Users will have their social inclusion needs assessed by a social worker as part of a strength based assessment.
- The social worker will agree with the service user the number of hours required a week to meet their social inclusion need.
- The social worker will then calculate the direct payment amount by multiplying the number of hours to meet the Service Users need with the hourly social inclusion rate.

## Day Service Model



### Specialist Day Services

- For adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).
- Purchased by the local authority on behalf of the service user via a direct service.
- As commissioners we recognise that there are individuals that require specialist support above and beyond what can easily be provided by communities and supported day services. As a local authority we have a duty of care to ensure that these individuals have access to purposeful activity in a safe environment.
- The aim of these services is to promote and support service user's wellbeing, goals and aspirations in every day community life with the view of sustaining choice, control and independence.
- The day services will support service users to improve or maintain their current level of independence whilst maintaining social friendships, peer group support and social networks.
- It is our intention to commission services that are more responsive to individual needs.
- It is anticipated that at this level of need the services are more likely to be building based. These buildings must be accessible to the local community and wherever possible be used by other groups of people, and fully adapted for disabled access.

### Supported Day Services

- For adults with low, medium or high learning, physical and sensory disabilities.
- Purchased by the service user from their direct payment support package to meet their eligible social inclusion needs.
- As commissioners we will encourage communities, and as required, commission outcomes that are specifically designed to enable individuals to access support within their communities to develop/maintain/regain skills of independence. Focusing on enablement to develop people's capabilities to do things for themselves and become more independent.

- The aim of these services is to support service users to access and autonomously move into mainstream social, leisure, educational activities, employment and other opportunities in the wider community.
- The day services will support service users to develop their individual strengths and build a local network.
- For working aged adults, we want to day opportunities to focus on developing skills for employment and independence through progression and enablement wherever possible.
- For older people, we want to ensure that day services focus on maintaining/regaining skills of independence, whilst ensuring that those without reablement capability still have access to purposeful activity in a safe environment.
- For carers, we want to ensure that their needs as carers are recognised and that day services provide purposeful activity for service users.
- It is our intention to encourage individuals to make their own choice on how best to meet their assessed needs through higher uptake of personal budgets for both service users and carers which will allow more flexibility in how service users meet their own needs
- It is likely that these services will focus on group activities because of the number of people using the services and the staff required to support them, however they must be flexible enough to achieve person-centred activities.

### **Self-Supporting Community Activity**

- For adults with low learning, physical and sensory disabilities.
- No support package required.
- As commissioners we will encourage communities to develop a wide range of activities accessible to all that empower individuals to develop support networks and engage in community activity.
- We will look to community groups and social care providers to offer opportunities that help to prevent social isolation; provide support to carers; offer volunteering roles; support the development and sharing of skills and knowledge; provide peer led solutions to meet individual needs.
- The aim of these services is to support small groups of people to access and autonomously move into mainstream social, leisure, educational activities, employment and other opportunities in the wider community.
- Support from these services will reduce over time as the service user's individual strengths are developed, their local networks built and the groups are able to take initiative and provide peer support to one another.

### **Applicability**

This policy applies to services users who attend day services as part of a support package to meet their eligible social inclusion needs.

### **Ownership and authorisation**

Policy Lead: Laura Wheatley

Authorising Body: Senior Leadership Team

Operational Responsibility: Joint Commissioning Unit

### **Related documents**

None

## **Dissemination and communication**

Disseminated to for comment:

Barbara Nichols – Director of Adult Services

John Green – Assistant Director Joint Commissioning Unit

Andrew Sykes – Service Manager for Learning Disabilities

Location of policy: <https://onesourceict.sharepoint.com/sites/AdultSocialCare>

## **Implementation**

The Day Service Policy does not have a mandatory training requirement or any other training needs.

## **Monitoring and review**

The policy will be monitored quarterly and reviewed annually by the Joint Commissioning Unit.

## **Further information**

For further guidance please contact:

Laura Wheatley

Senior Commissioner & Project Manager

Joint Commissioning Unit

# Equality & Health Impact Assessment (EqHIA)

## Document control

<b>Title of activity:</b>	<i>Day Service Policy</i>
<b>Lead officer:</b>	<i>Laura Wheatley, Senior Commissioner &amp; Project Manager, Joint Commissioning Unit</i>
<b>Approved by:</b>	<i>Barbara Nicholls, Director of Adult Services</i>
<b>Date completed:</b>	<i>22/02/2023</i>
<b>Scheduled date for review:</b>	<i>22/02/2024</i>

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	<i>No</i>
<b>Did you seek advice from the Public Health team?</b>	<i>No</i>
<b>Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	<i>No</i>

# 1. Equality & Health Impact Assessment Checklist

## About your activity

1	Title of activity	Day Services Policy		
2	Type of activity	New policy		
3	Scope of activity	<p>New Day Services policy which launches a day service model that has 3 pathways which supports both the "Choice" agenda and increased support within the community.</p> <p>1. Specialist Day Services purchased by the Local Authority as a direct service for adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).</p> <p>2. Supported Day Services purchased by the service user from their direct payment support package to meet their eligible social inclusion needs for adults with low, medium or high learning, physical and sensory disabilities.</p> <p>3. Self-Supporting Community Activity which requires no support package for adults with low learning, physical and sensory disabilities.</p>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:			

<b>Completed by:</b>	<i>Laura Wheatley, Senior Commissioner &amp; Project Manager, Joint Commissioning Unit</i>
<b>Date:</b>	<i>22/02/2023</i>

## 2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p><b>Purpose</b></p> <p><i>A large number of adults each year attend day services as part of a support package to meet their eligible social inclusion needs. A day service is generally a service that is provided outside of the home, it can be building based, or can offer a wider range of activities within community based settings.</i></p> <p><i>For working aged adults, we want day services to focus on developing skills for employment and evidencing progression through the development of life skills wherever possible, whilst ensuring that those without employment still have access to purposeful activity in a safe environment.</i></p> <p><i>For older people, we want to ensure that day services focus on maintaining/regaining skills of independence, whilst ensuring that those without reablement capability still have access to purposeful activity in a safe environment.</i></p> <p><i>For carers, we want to ensure that their needs as carers are recognised and that day services provide respite for carers and purposeful activity for service users.</i></p> <p><i>We want to see a much wider and flexible range of services available to meet individual needs and to reduce the need for Havering to take an active role in managing placements into day services through increasing uptake of personal budgets for both service users and carers.</i></p> <p><i>This will allow the market to develop services that are more person centred to meet individual outcomes as more bespoke service providers are finding it difficult to identify new service users into their services.</i></p> <p><i>It is critical that day services of the future align to our strategic commissioning principles, focusing on prevention, earlier intervention and engagement by service users for improved health, independence and wellbeing:</i></p> <ul style="list-style-type: none"> <li><i>• Investment in prevention, early intervention and community wellbeing to encourage the use of existing support networks and services prior to drawing upon public funding is in everyone's interests.</i></li> <li><i>• Focusing on enablement to develop people's capabilities to do things for themselves and become more independent. This way day services will be based on a principle that the solutions that many people have to address their care and support needs rest within themselves, their families, social networks and surrounding communities. This is a process of continually building upon and developing people's skills, confidence and ability in different areas of daily life.</i></li> <li><i>• Identifying specific outcomes that are most relevant to the person and aspirations and</i></li> </ul>

*embedded within the person's individual support plan based on the principles of normal life e.g. links to college for training etc.*

*Providers of future day services should offer customisable services that are tailored to the individual, and these must be easy to find and available regardless of whom is paying.*

*It is important for users of services to be safe but equally this needs to be balanced with the need for people to take responsibility for themselves. The focus should be on what people can do – and could learn to do.*

### ***Detail***

*Day Services are an additional option for the council in meeting its obligations under the Care Act (2014) for eligible Adult Social Service Users.*

*The day service model has 3 pathways which supports both the “Choice” agenda and increased support within the community.*

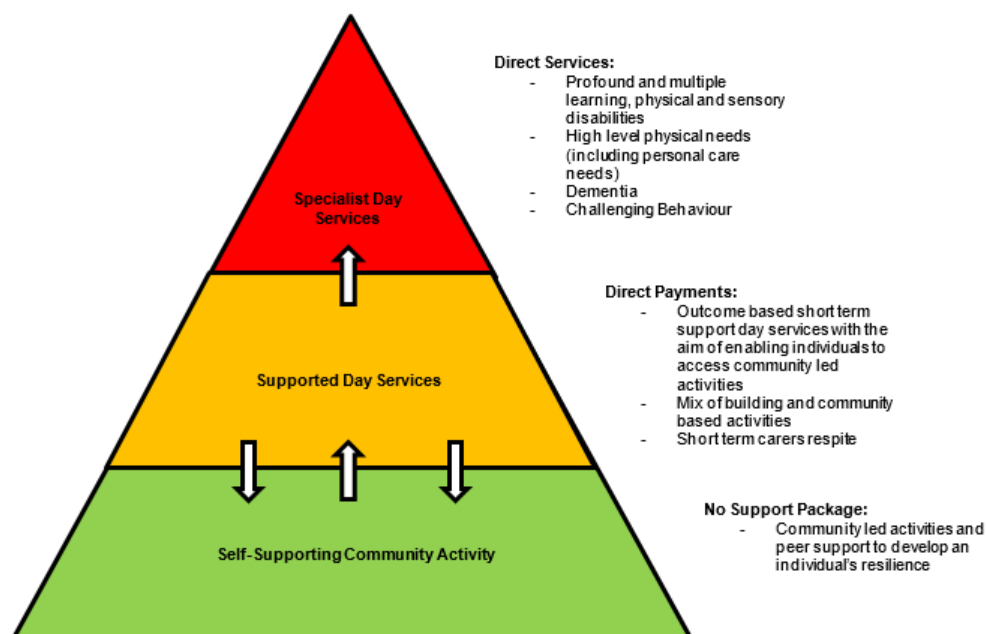
- Specialist Day Services purchased by the Local Authority as a direct service for adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).*
- Supported Day Services purchased by the service user from their direct payment support package to meet their eligible social inclusion needs for adults with low, medium or high learning, physical and sensory disabilities.*
- Self-Supporting Community Activity which requires no support package for adults with low learning, physical and sensory disabilities.*

*Adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).*

- Service users will have their social inclusion needs assessed by a social worker as part of a strength based assessment.*
- The Social worker will agree with the Service Users that needs can be best met by attending a day service that offers specialist services that is commissioned by the borough on a spot/contract basis.*
- Service Users will be offered a choice from a menu of specialist day services to choose from to meet their social inclusion need as well as their physical and cognition needs.*

*Adults with low, medium or high learning, physical and sensory disabilities:*

- Service Users will have their social inclusion needs assessed by a social worker as part of a strength based assessment.*
- The social worker will agree with the service user the number of hours required a week to meet their social inclusion need.*
- The social worker will then calculate the direct payment amount by multiplying the number of hours to meet the Service Users need with the hourly social inclusion rate.*



### **Specialist Day Services**

- For adults with profound and multiple learning, physical and sensory disabilities and high level physical needs (including personal care needs).
- Purchased by the local authority on behalf of the service user via a direct service.
- As commissioners we recognise that there are individuals that require specialist support above and beyond what can easily be provided by communities and supported day services. As a local authority we have a duty of care to ensure that these individuals have access to purposeful activity in a safe environment.
- The aim of these services is to promote and support service user's wellbeing, goals and aspirations in every day community life with the view of sustaining choice, control and independence.
- The day services will support service users to improve or maintain their current level of independence whilst mainlining social friendships, peer group support and social networks.
- It is our intention to commission services that are more responsive to individual needs.
- It is anticipated that at this level of need the services are more likely to be building based. These building must be accessible to the local community and wherever possible be used by other groups of people, and fully adapted for disabled access.

### **Supported Day Services**

- For adults with low, medium or high learning, physical and sensory disabilities.
- Purchased by the service user from their direct payment support package to meet their eligible social inclusion needs.
- As commissioners we will encourage communities, and as required, commission outcomes that are specifically designed to enable individuals to access support within their communities to develop/maintain/regain skills of independence. Focusing on enablement to develop people's capabilities to do things for themselves and become more independent.
- The aim of these services is to support service users to access and autonomously move into mainstream social, leisure, educational activities, employment and other opportunities in the wider community.
- The day services will support service users to develop their individual strengths and build a local network.
- For working aged adults, we want to day services to focus on developing skills for employment and independence through progression and enablement wherever possible.
- For older people, we want to ensure that day services focus on maintaining/regaining skills

*of independence, whilst ensuring that those without reablement capability still have access to purposeful activity in a safe environment.*

- For carers, we want to ensure that their needs as carers are recognised and that day services provide purposeful activity for service users.*
- It is our intention to encourage individuals to make their own choice on how best to meet their assessed needs through higher uptake of personal budgets for both service users and carers which will allow more flexibility in how service users meet their own needs*
- It is likely that these services will focus on group activities because of the number of people using the services and the staff required to support them, however they must be flexible enough to achieve person-centred activities.*

### **Self-Supporting Community Activity**

- For adults with low learning, physical and sensory disabilities.*
- No support package required.*
- As commissioners we will encourage communities to develop a wide range of activities accessible to all that empower individuals to develop support networks and engage in community activity.*
- We will look to community groups and social care providers to offer opportunities that help to prevent social isolation; provide support to carers; offer volunteering roles; support the development and sharing of skills and knowledge; provide peer led solutions to meet individual needs.*
- The aim of these services is to support small groups of people to access and autonomously move into mainstream social, leisure, educational activities, employment and other opportunities in the wider community.*
- Support from these services will reduce over time as the service user's individual strengths are developed, their local networks built and the groups are able to take initiative and provide peer support to one another.*

### **Aims, objectives and outcomes**

- 1. Day Services can help people socialise, stay well, stay active and retain or build helpful links with their local community.*
- 2. Day Service services can reduce social isolation, through supporting people to access the community and by developing their social networks. Leading a well-connected life has a significant positive impact on a person's health and life expectancy.*
- 3. Day Service provision can support people to develop their aspirations around employment. This is particularly important for those adults with learning disabilities who may have grown-up during a period where expectations of people with learning disabilities were far lower than they are today.*
- 4. For individuals who do not aspire to employment or believe that this is not a realistic goal for them, day services may raise their aspirations, developing their skills and giving them opportunities to meet with peers already in employment and providing them with further information and advice.*
- 5. For people with learning disabilities, living with ageing carers or young adults ready to move on from the family home, Day Service provision will enable them to develop their resilience and lead to a smooth transition from the family home, enabling them to have more choice and avoiding them unnecessarily escalating to higher dependency services.*
- 6. By providing people with the skills to develop their independence, supporting people to develop their local social and support networks to maintain and improve their physical and mental wellbeing, Day Service provision can reduce the need for on-going or increased social care support.*

7. For people with more complex needs day services can support them to remain in the community and avoid them escalating to acute services (e.g. Hospital).
8. Carers will benefit from individuals taking part in day services and developing their independence and social networks, as this will enable them to have more time to lead a fulfilling life outside their caring role.

### Who will be affected by the activity?

*This policy applies to services users who attend day services as part of a support package to meet their eligible social inclusion needs.*

*There are currently 486 service users receiving a direct payment for social inclusion or attending a specialist day service.*

### Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

<b>Positive</b>	<input checked="" type="checkbox"/>
<b>Neutral</b>	<input type="checkbox"/>
<b>Negative</b>	<input type="checkbox"/>

#### Overall impact:

*The new day service policy will have a positive impact on all age groups as it ensures that there is a clearly defined offer that is based on a service user's needs and not age.*

#### Evidence:

*Of the service users who attend day services as part of a support package 75.7% are aged 18-64, 4.1% are aged 65-74, 10.5% are aged 75-84 and 9.7% are aged 85+.*

*The 2021 Census data showed that the biggest growth has been seen in 25 to 39 year olds (an increase of 26.5%) in Havering seeing the second highest growth of all local authorities in the country. Havering also continues to have a high proportion of residents aged over 65 (17.6%). This is the second highest proportion in London and only marginally lower than Bromley's figure of 17.7%. Havering is also becoming a younger borough; the median age has reduced from 40 in 2011 to 39 in 2021. Meanwhile the median age increased in London from 33 in 2011 to 35 in 2021, and England from 39 in 2011 to 40 in 2021.*

#### Sources used:

- Service specific data
- Census 2021 data
- Legal obligation under the Equality Act 2010
- Public Sector Equality Duty under the Health and Social Care Act 2012

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>The new day service policy will have a positive impact on all disabilities as it ensures that there is a clearly defined offer that will support people to access the community and develop their social networks.</i>
Positive	✓	
Neutral		
Negative		
<b>Evidence:</b> <p><i>Of the service users who attend day services as part of a support package 60.1% require Learning Disability support, 26.5% require Physical support, 5.6% require Social support, 4.1% require Memory &amp; Cognition support, 2.9% require Mental Health support and 0.8% require Sensory support.</i></p> <p><i>The 2021 Census data showed that 15.3% of Havering residents have disabilities, similar to London (15.6%) but lower than England (17.7%). 29,742 households in Havering had at least one person with a disability.</i></p>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>• Service specific data</li> <li>• Census 2021 data</li> <li>• Legal obligation under the Equality Act 2010</li> <li>• Public Sector Equality Duty under the Health and Social Care Act 2012</li> </ul>		

Protected Characteristic - Sex/gender: Consider both men and women		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>The new day service policy will have a positive impact on all genders as it ensures that there is a clearly defined offer that is based on a service user's needs and not gender.</i>
Positive	✓	
Neutral		
Negative		
<b>Evidence:</b> <p><i>Of the service users who attend day services as part of a support package 52.7% are male and 47.3% are female.</i></p> <p><i>The 2021 Census data showed that males account for 48.2% of Havering's population, while females made up 51.8% of the total. Within the 65+ population, the rate of growth for females is a lot lower than that for males in this age group. The number of males aged 65+ has increased by 15.5%, which is only slightly lower than the increase for London (17.4%). The growth of the female aged 65+ demographic in Havering was just 4.8%, which is considerably lower than the growth in London (13.8%).</i></p>		

<b>Sources used:</b> <ul style="list-style-type: none"> <li>• Service specific data</li> <li>• Census 2021 data</li> <li>• Legal obligation under the Equality Act 2010</li> <li>• Public Sector Equality Duty under the Health and Social Care Act 2012</li> </ul>
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<b>Protected Characteristic - Ethnicity/race:</b> Consider the impact on different ethnic groups and nationalities		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>The new day service policy will have a positive impact on all ethnicities as it ensures that there is a clearly defined offer that is based on a service user's needs and not ethnicity.</i>
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
<b>Evidence:</b> <i>Of the service users who attend day services as part of a support package 74.3% are White British, 9.1% are Black, 6.6% are Asian, 4.7% are Other White, 3.5% are Mixed/Other, and 1.9% are not recorded.</i>  <i>The 2021 Census data showed that White British remains the most common ethnic group in Havering, with 66.5% (174,232) of the population identifying in this group, down from 83.3% (197,615) in 2011. The next most common ethnic group is Asian, accounting for 10.7% (28,150) of the population, up from 4.9% (11,545) in 2011. London remains the most ethnically diverse region of England and saw an 8.1% percentage point decrease in people who identified as White British from 44.9% in 2011 to 36.8% in 2021.</i>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>• Service specific data</li> <li>• Census 2021 data</li> <li>• Legal obligation under the Equality Act 2010</li> <li>• Public Sector Equality Duty under the Health and Social Care Act 2012</li> </ul>		

<b>Protected Characteristic - Religion/fait:</b> Consider people from different religions or beliefs including those with no religion or belief		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>Not Known</i>  <i>There is no information available to make an assessment on the impact of the new day service policy on this protected characteristic.</i>
Positive	<input type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	
<b>Evidence:</b>		
<b>Sources used:</b>		

<b>Protected Characteristic - Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>Not Known</i>  <i>There is no information available to make an assessment on the impact of the new day service policy on this protected characteristic.</i>
Positive		
Neutral		
Negative		
Evidence:		
Sources used:		

<b>Protected Characteristic - Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>Not Known</i>  <i>There is no information available to make an assessment on the impact of the new day service policy on this protected characteristic.</i>
Positive		
Neutral		
Negative		
Evidence:		
Sources used:		

<b>Protected Characteristic - Marriage/civil partnership:</b> Consider people in a marriage or civil partnership		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>Not Known</i>  <i>There is no information available to make an assessment on the impact of the new day service policy on this protected characteristic.</i>
Positive		
Neutral		
Negative		
Evidence:		
Sources used:		

<b>Protected Characteristic - Pregnancy, maternity and paternity:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>Not Known</i>  <i>There is no information available to make an assessment on the impact of the new day service policy on this protected characteristic.</i>
Positive		
Neutral		
Negative		
<b>Evidence:</b>		
<b>Sources used:</b>		

<b>Socio-economic status:</b> Consider those who are from low income or financially excluded backgrounds		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  <i>Not Known</i>  <i>There is no information available to make an assessment on the impact of the new day service policy on this protected characteristic.</i>
Positive	✓	
Neutral		
Negative		
<b>Evidence:</b>		
<b>Sources used:</b>		

<b>Health &amp; Wellbeing Impact:</b> Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.		
Please tick (✓) all the relevant boxes that apply:		<b>Overall impact:</b>  <i>The council demonstrates its commitment to the Equality Act in its decision-making processes, the provision, procurement and commissioning of its services, and employment practices concerning its workforce. In addition, the council is also committed to improving the quality of life and wellbeing of all Havering residents in respect of socio-economics and health determinants. It is important to the council to ensure that direct payments for social inclusion are relevant to our community's needs and the new day service policy ensures that there is a clearly defined offer that is based on a service user's needs.</i>  <b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (✓) the relevant box  <div style="text-align: right;"> Yes   <input type="checkbox"/>      No   <input checked="" type="checkbox"/> </div>
Positive	✓	
Neutral		
Negative		

**Evidence:**

*By assessing service user s individually on their social inclusion needs it will:*

- *Eliminate unlawful discrimination, harassment and victimization*
- *Advance equality of opportunity between different groups*
- *Foster good relations between different groups*
- *Reduce inequalities in health outcomes*

**Sources used:**

- *Service specific data*
- *Legal obligation under the Equality Act 2010*
- *Public Sector Equality Duty under the Health and Social Care Act 2012*

### 3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	<b>Proceed with implementation</b> of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u>	➔	<b>COMPLETE SECTION 4:</b> <b>Complete action plan</b> and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	<b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly</b> . <b>Complete an EqHIA on the revised proposal.</b>

## 4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
<i>All</i>	<i>Positive</i>	<i>Monitor the implications of the new day service policy.</i>	<i>We will monitor the impact of the new day service policy. The data collated will form part of regular reporting arrangements to senior management</i>	<i>Annually</i>	<i>Laura Wheatley</i>

## 5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

**Review:**

*The policy will be monitored quarterly and reviewed annually by the Joint Commissioning Unit.*

**Scheduled date of review:** *10/02/2024*

**Lead Officer conducting the review:** *Laura Wheatley*